

Equality Impact Assessment: *Title of report*

The Equality Act 2010 includes a general duty which requires public authorities, in the exercise of their functions, to have due regard to the need to:

- **Eliminate discrimination**, harassment and victimisation and any other conduct that is prohibited by or under the Act.
- **Advance equality of opportunity** between people who share a relevant protected characteristic and people who do not share it.
- **Foster good relations** between people who share a relevant protected characteristic and those who do not

In order to comply with the general duty authorities must assess the impact on equality of decisions, policies and practices. These duties do not prevent the authority from reducing services where necessary, but they offer a way of developing proposals that consider the impacts on all members of the community.

Authorities which fail to carry out equality impact assessments risk making poor and unfair decisions which may discriminate against particular groups and worsen inequality.

Committee name and date:	Report Title	Decisions being recommended:	People with protected characteristics potentially impacted by the decisions to be made:
Executive 8 th July 2025 Council 22 nd July 2025	Corporate Plan 2025 to 2028	<ul style="list-style-type: none"> • To recommend for approval, by Council, the ECC Corporate Plan 2025-2028 and endorse the strategic priorities and intended outcomes outlined in it. • To note the findings from the related consultation report and previous related surveys 	As the Corporate Plan 2025 2028 covers all activities that the Council are responsible for within Exeter, it is likely to impact all groups with protected characteristics in some way. Separate, detailed EQIAs will be completed for initiatives that deliver the plan

Factors to consider in the assessment: For each of the groups below, an assessment has been made on whether the proposed decision will have a **positive, negative or neutral impact**. This must be noted in the table below alongside brief details of why this conclusion has been reached and notes of any mitigation proposed. Where the impact is negative, a **high, medium or low assessment** is given. The assessment rates the impact of the policy based on the current situation (i.e. disregarding any actions planned to be carried out in future).

High impact – a significant potential impact, risk of exposure, history of complaints, no mitigating measures in place etc.

Medium impact – some potential impact exists, some mitigating measures are in place, poor evidence

Low impact – almost no relevancy to the process, e.g. an area that is very much legislation led and where the Council has very little discretion

Protected characteristic/ area of interest	Positive or Negative Impact	High, Medium or Low Impact	Reason
Race and ethnicity (including Gypsies and Travellers; migrant workers; asylum seekers).	Positive	Medium	<ul style="list-style-type: none"> The Corporate Plan aims to create a thriving, diverse, and resilient city, which includes increasing independent shops and maintaining low levels of empty shops. This can benefit people from different ethnic backgrounds by providing more opportunities for minority-owned businesses. The Exeter Resident Survey 2024 indicates a high level of agreement that people from different ethnic backgrounds get on well together in the local area (72% of all respondents). The plan highlights community building work through partnerships, which have specific initiatives aimed at engaging groups with protected characteristics. It also highlights the community safety partnership, with its focus on anti-social behaviour and hate crime.
Disability: as defined by the Equality Act – a person has a disability if they have a physical or mental impairment	Positive	Medium	<ul style="list-style-type: none"> Research commissioned by the Council notes that digital exclusion figures are better than the national average, with up to

Protected characteristic/ area of interest	Positive or Negative Impact	High, Medium or Low Impact	Reason
that has a substantial and long-term adverse impact on their ability to carry out normal day-to-day activities.	Negative	Low	<p>90% of the local population likely to experience no barriers. However, it also highlights that where disability intersects with characteristics such as age and /or income these barriers to digital inclusion may increase. The Digital Customer Strategy and outcomes of the grants programme aim to address these barriers. In addition, the Corporate Plan highlights a commitment to face to face services for those who need them</p> <ul style="list-style-type: none"> • Consultation highlighted concerns about the accessibility of public transport and cycling routes. Additionally, the pressure on existing facilities like hospitals and GP services due to increased housing development may negatively impact people with disabilities
Sex/Gender	Positive	Medium	<ul style="list-style-type: none"> • Through the Residents Survey and Corporate Priorities consultation, safety concerns, particularly at night, were highlighted, especially for women. The plan highlights work to address this through the Community Safety Partnership.
Gender reassignment	Positive	Low	<ul style="list-style-type: none"> • The Corporate Plan's emphasis on inclusivity and community resilience can positively impact individuals undergoing gender reassignment by fostering a more accepting and supportive environment
Religion and belief (include no belief, some philosophical beliefs such as Buddhism and sects within religions).	Positive	Low	<ul style="list-style-type: none"> • The plan's focus on creating a vibrant cultural and tourism offer can benefit people of different religions and beliefs by providing more opportunities for cultural expression and engagement
Sexual orientation (including heterosexual, lesbian, gay, bisexual).	Positive	Low	<ul style="list-style-type: none"> • The Corporate Plan's emphasis on inclusivity and community resilience can positively impact individuals of different sexual orientations by fostering a more accepting and supportive environment

Protected characteristic/ area of interest	Positive or Negative Impact	High, Medium or Low Impact	Reason
Age (children and young people aged 0-24; adults aged 25-50; younger older people aged 51-75/80; older people 81+; frail older people; people living with age related conditions. The age categories are for illustration only as overriding consideration should be given to needs).	Positive	Medium	<ul style="list-style-type: none"> The plan aims to provide better quality, energy-efficient, and more affordable homes, which can benefit older adults and children by providing suitable housing. The Digital Customer Strategy addresses digital exclusion, which is particularly relevant for older adults who may be at greater risk of exclusion, according to research commissioned by the Council. There is also a commitment to face to face services for those who need them, although perceptions may be that the Council is moving towards a Digital only approach.
	Negative	High	<ul style="list-style-type: none"> Safety concerns, particularly at night, were highlighted through consultation, especially for older adults. Additionally, there were also concerns about pressure on existing facilities like hospitals and GP services due to increased housing development may negatively impact older adults
Pregnancy and maternity including new and breast-feeding mothers	Positive	Low	<ul style="list-style-type: none"> The plan's focus on providing better quality, energy-efficient, and more affordable homes may benefit pregnant women and new mothers by providing more suitable housing. The emphasis on reducing health inequalities may also impact maternal health
Marriage and civil partnership status	Neutral		<ul style="list-style-type: none"> The Corporate Plan does not specifically address issues related to marriage and civil partnership, but the overall focus on inclusivity and community resilience can indirectly benefit individuals in these categories

Actions identified that will mitigate any negative impacts and/or promote inclusion

The Corporate Plan 2025 to 2028 will be delivered through various projects, initiative and policy decisions. Each of these will have its own individual EQIA to assess the specific impacts. However, in general, the following actions will help to mitigate any potential negative impacts related to the plan.

1. **Develop and implement an EDI Action Plan:** Create a comprehensive Equality, Diversity, and Inclusion (EDI) action plan to address and monitor equality impacts across all activities
2. **Partnership Working:** Collaborate effectively with groups such as the Exeter Partnership to ensure a shared understanding and implementation of best practices in equality. This includes activities related to developing infrastructure, promoting and delivering services, and supporting communities through specific programmes like Wellbeing Exeter.
3. **Digital Inclusion:** Implement strategies to address digital exclusion, providing training and support to access digital services, including as an intended outcome of the Community Grants Program
4. **Safety Measures:** Address gender related impacts relating to safety to inform work with partners across the community safety partnership
5. **Training and Awareness:** Provide training for staff on equality and diversity to ensure they are aware of the needs of different groups and can implement the plan effectively
6. **Continuous Monitoring:** Regularly review the implementation of the plan to ensure it effectively addresses the needs of all groups
7. **Stakeholder Engagement:** Engage with representatives to gather feedback and inform the delivery of the plan

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